



The Army ACQUISITION & TECHNOLOGY

W O R K F O R C E

This
issue of
The A&TWF

Newsletter is dedicated to all the victims of the terrorist attacks on Sept. 11, 2001 in New York, at the Pentagon, and in Pennsylvania. To them, their families, and our nation belong our hearts, our prayers, and our determination to succeed.

IN THIS ISSUE

Page 2

**We've Got You Covered—
Future Combat Systems**

Page 4

**Congratulations CDG Year
Groups 2002 and 1998!**

Page 5

**Regional Focus—National Capital
and Central Regions**

Page 6

**Regional Focus—Northeast and
Central Regions**

**Regional Focus—Southern and
Western Regions**

Page 8

**ACE Students Complete Second
Summer**

Page 9

**2nd Annual TRADOC/FORSCOM
A-E Workshop**

Volume 4, Number 1

The Army Acquisition & Technology Workforce Newsletter is a publication for the U.S. Army Acquisition and Technology Workforce printed by the Acquisition Career Management Office. It is available in hard copy and on the AAC home page at <http://dacm.rdaia.army.mil>.

From the Desk of COL Davis

Along with each of you, I deeply grieve the losses of Sept. 11, 2001. It is hard to write this letter and discuss things that are important to your career development in light of the staggering blows our national family has suffered. The Army Acquisition Corps (AAC) and the Army Acquisition and Technology Workforce (A&TWF) are the most professional, well-trained, educated, and devoted workforce in our history. All these wonderful attributes will be tested as we face the challenges of gearing up to fight a new kind of war. Each individual is a critical part of the total structure that must respond rapidly to a whole new set of initiatives. We not only have to ensure readiness and prepare the legacy force for immediate challenges, but the Army must also redefine priorities, refocus on homeland defense, and identify new methods and systems to deal with a different kind of threat. It is crucial that you understand your role and the role of those around you. Thinking and operating in a single dimension will not defeat the terrorist threat. What you do each and every day is now more important and vital than ever before. You are the acquisition workforce. You are critical to the Army's overall success—so hold the course, focus, train, advance, and produce as if you are the one personally fighting this new war ... because you are.

COL Davis, continued on page 2



"We've Got You Covered," AAC exhibit.



Printed on recycled paper

R
E
T
E
L
S
L
E
T
T
E
R
N
E
W
S
L
E
T
T
E
R

COL Davis, continued from page 1

That being said, I encourage you to look over the pages that follow. Read about the Future Combat Systems (see above) featured in the AAC exhibit. The theme of this year's exhibit is "We've Got You Covered" ... you cover the warfighter with the best technology, equipment, and systems ... we cover you with the best education, training, and experience opportunities available. Also in this issue, read regional updates on training opportunities and new staff. Learn why the Competitive Development Group is for you and about recent changes to the Acquisition Tuition Assistance Program.

As I so often say, this is your newsletter—for you and by you. That is why beginning with this issue, an easy-to-read electronic version of *The A&TWF Newsletter* is available to you on the AAC home page. Be sure to check it out and let us know how you like it. In the meantime, let the events of Sept. 11 rekindle your passion, your pride, and your patriotism. These are the qualities that make you the best acquisition professionals in the business.

COL Frank C. Davis III

Director

Acquisition Career Management Office



We've Got You Covered

Future Combat Systems

The Future Combat Systems (FCS) team has a daunting task ahead of them—reinventing the Army. FCS Assistant Program Manager and AAC member **MAJ Ken Strayer** explains, "We are developing what is going to be the centerpiece of the future army. To make our ground force more effective in the new millennium, the FCS Program is developing the capability to rapidly project a dominant ground force anywhere in the world within days. "We have this marvelous heavy Army with Abrams tanks and Bradley Fighting Vehicles—the Army that won Desert Storm," says Ken. "But we have a problem with some of our conflicts in that we can't get the equipment there fast enough; and once it's there, it's too heavy to be driven on the infrastructure. The bridges are too light and the roads are too muddy. And it takes an incredible amount of fuel and logistics to maintain that type of equipment." In light of these problems, GEN Eric Shinseki, Chief of Staff, U.S. Army, delivered his vision of a lighter, more strategically deployable Army, and the FCS Program was born. "GEN Shinseki asked us to go back and redesign the Army with a new set of equipment that will, over the next 20-30 years, replace almost all the major ground combat systems currently in the Army's inventory with equipment that can be flown into theater within 96 hours. You will be able to have a strategic force anywhere on the globe in a matter of days."

The FCS is a system of multi-functional systems that will enable soldiers to operate as a coordinated part of a distributed, networked force enabling innovative operational behaviors and organizational structures. It will provide soldiers in the objective force with the capability to perform a wide range of military activities and operations, from small-scale contingencies to stability and support operations to major theaters of war. The system will operate as part of a lightweight, overwhelmingly lethal, strategically deployable, self-sustaining, and survivable combat and combat support force. The FCS leverages advanced technologies with the capability to incorporate future advances. This versatility will be realized through emphasis on an open architecture system concept, with an easily upgradeable and tailorable design approach to enable the system to engage in different missions as needed. The FCS provides a secure command, control, communications, computers, intelligence, surveillance, and reconnaissance (C4ISR) system to harness advances in the distribution and effective use of information power. It also provides direct fire, indirect fire, air defense, non-lethal, and troop transport capability and may consist of a combination of manned and unmanned air and ground elements.



MAJ Ken Strayer,
FCS Assistant Program
Manager



Paul Wilson,
FCS Deputy Program
Manager

Paul Wilson, FCS Deputy Program Manager, says we haven't seen such a dramatic change in the Army since we went from the horse cavalry to tanks and armored personnel carriers. "Up until now, a soldier would see the enemy and make the decision whether or not to shoot," explains Paul. "If the enemy sees him, too, it almost always turns into a gunfight and whoever shoots first generally wins. With

Future Combat Systems, continued on page 3

Future Combat Systems, continued from page 2

FCS, that soldier will be able to see 20-50 kilometers down range with an unmanned aerial or robotic crawling vehicle. He'll be able to understand the enemy's intent and determine if he wants to shoot with lethal or non-lethal munitions. This is a real leap forward for the Army and is something that has never been done before." Ken agrees. He says there's some risk involved because "we won't have 70 tons of steel (a tank) wrapped around our soldiers anymore. But we believe that in understanding the situation around us, by having better sensors and optics, we can fight differently and have a better understanding of the enemy so we don't go into situations that are unfavorable to us."

Acquisition is key to the success of the FCS Program. **Bobbe Desmond** (formerly Bobbe Bowen), FCS Chief Project Engineer, says, "The acquisition side of the house is so important. It allows the contractor to do their best job. I'm doing almost all acquisition work—budgets, scheduling, milestones. We're taking lessons learned from other programs and incorporating them into a new model to procure quicker, design quicker, and eliminate some of the hurdles we've had in the past." Ken also believes acquisition is of the utmost importance. "Acquisition affects the entire Army. If you aren't a soldier going into battle to fight, you can still be very instrumental in affecting what these soldiers will do and the outcome of the conflict. There is no personal satisfaction greater than knowing you are responsible for saving the lives of—soldiers, defending your country, and being personally involved in democracy."

FCS is a collaborative effort between the Defense Advanced Research Projects Agency and the U.S. Army that is expected to be initially deployed in the 2010 timeframe. For more information on the program, visit the FCS web site at <http://www.darpa.mil/fcs/index.html>.



Bobbe Desmond,
FCS Chief Project Engineer

FCS Program Elements



The Competitive Development Group Program: The Opportunity for You

Are you interested in select leadership training and experience opportunities? Ready to take the step that will completely change your career? Then it's time for you to apply for the Competitive Development Group (CDG). This three-year professional and developmental training program offers expanded leadership training and experience opportunities for competitively selected GS-12 and 13 (or equivalent personnel demonstration broadband level) Corps Eligible and AAC members.

The CDG Program provides members with the leadership training, education, and broadening experiences necessary to assume future acquisition leadership positions within the Army. It also provides members challenging and rewarding developmental assignments and a competitive edge when vying for promotions, not to mention extensive networking opportunities. If your experience, training, and educational history demonstrate a desire for continuous learning and career broadening opportunities, you have what it takes to be competitive for this program. We are looking for individuals who have the potential to lead us into the 21st century—don't let this opportunity pass you by! For more information, contact your ACM or Maria Holmes at (703) 604-7113, DSN 664-7113, Maria.Holmes@saalt.army.mil.



Congratulations CDG Year Groups 2002 and 1998!

The year group 2002 Competitive Development Group (CDG) kicked off their participation in the program during an orientation session Aug. 21–22 in Springfield, VA. A total of 20 civilians from the acquisition workforce were selected to participate in this three-year program. Maria Holmes, CDG Manager and Chief, Program Oversight/Sustainment for the ACMO, welcomed the group, followed by an overview of the AAC and CDG vision and expectations from COL Frank Davis, Deputy Director for Acquisition Career Management.

Other topics covered during the two-day session included the role of the Army Acquisition Executive Support Agency, CDG support from the Acquisition Management Branch of the U.S. Total Army Personnel Command, regional customer support offices, and the Civilian Acquisition Workforce Personnel Demonstration Project.

The group also heard first-hand experiences from previous CDG year group members about the Training With Industry Program and job promotions. The newly selected group participated in a "leadership journey" session entitled "The Importance and Value of Leadership in Public Service." The CDG year group 2002 was formally inducted at a special dinner hosted by LTG Paul Kern, Military Deputy to the Army Acquisition Executive.



Mary Thomas, former Deputy Director of the Acquisition Career Management Office.

Seventeen of the 24 CDG year group 1998 graduates were in attendance at a special graduation ceremony the last night of the session. Guest speaker Mary Thomas, former Deputy Director of the ACMO, addressed the group on the topic of "Facing The Future From Within." Mary presented graduates with a three-star coin held by the Military Deputy, Assistant Secretary of the Army, Acquisition, Logistics and Technology, embedded in a Lucite figure shaped like a pentagon. Each graduate also received a graduation certificate.



Year Group 2002



Panel participants engage the audience at the year group 2002 CDG orientation.



Keith Charles, Director, Acquisition, Technology and Logistics Workforce, Office of the Secretary of Defense (2nd row, center), poses with CDG year group 1998 at their graduation.

Regional Focus—*National Capital and Central Regions*

Staff Highlights

Farewell to **Roosevelt Ingram** who managed the National Capital Region (NCR) Corps Eligible application review process for the past several years. Roosevelt is now an Acquisition Career Manager (ACM) with the U.S. Army Personnel Command Acquisition Management Branch. We wish him well in his new job and thank him for his dedicated support. Roosevelt supported the NCR as a contractor with CAMBER Corporation. **Tammy Hughes**, also from CAMBER Corporation, is Roosevelt's replacement and can be reached at (703) 805-1094, DSN 655-1094, Tammy.Hughes@aaesa.belvoir.army.mil.



Patricia Proctor
NCR ACM

Welcome to **Patricia Proctor**, new NCR ACM. Along with the other ACMs in the region, she supports 3,000 acquisition personnel. Patricia joined the NCR staff in September. She comes from the Defense Logistics Agency, Fort Belvoir, VA, where she spent six years in workforce development and acquisition career management. Patricia supported these issues at an operational level with the Defense Energy Support Center, and more recently at the corporate level with the Defense Logistics Agency Training Center. Patricia can be reached at (703) 805-1067, DSN 655-1067, Patricia.Proctor@aaesa.belvoir.army.mil.

Guest Editorial

RDAP Process and Benefits

by Eileen Reichler, NCR Acquisition Career Manager

For years, the AAC has encouraged us to broaden our experience and enhance our careers. For the most part, this has meant moving functionally, organizationally, and/or geographically. Many of us were unable or unwilling to take that chance or make that sacrifice. With the Rotational Developmental Assignment Program (RDAP), it is now possible for us to "make a move" without leaving the comfort zone provided by a position of record to which we can return. The RDAP allows us to gain experience in another career field, organization, or commodity within our local region. We now have the opportunity to develop acquisition and leadership skills and at the same time gain career-enhancing experience.

The process starts with a memorandum to all organizations from the local regional director for acquisition career management soliciting potential opportunities for developmental assignments. Once these opportunities are identified, the regional director sends out a general announcement to the workforce to identify people looking to take advantage of the RDAP. Those of us who are interested must submit an application package that includes a resume, an Acquisition Career Record Brief, a Senior Rater Potential Evaluation, and an Individual Development Plan. We are required to identify our individual needs and career-enhancing goals and objectives. If board selected, our requirements will be matched as closely as possible to a developmental assignment.

Many of us can't help but wonder what's in it for our organization. Why would my organization agree to let me leave for a developmental assignment from six months to two years? It's quite simple—management knows I will return with a new perspective, new ideas and methods, and a renewed commitment to making the organization a better place. They will also have the distinction earned from contributing to the AAC's objective of developing a highly skilled and multi-functional workforce. In addition, the organization has the opportunity to host a RDAP participant while I'm gone.

The RDAP, piloted in the Southern Region for the past year, will be introduced in the NCR by November and in the Northeast Region in 2002. If you are interested in participating, please watch for the request for developmental assignments and an announcement soliciting applications, or contact your NCR ACM. If you are in another region, contact your local ACM for details. A list of ACMs can be found on the AAC home page at <http://dacm.rdaisa.army.mil>. Additional information on the NCR and Central Region RDAP can be found on the AAC home page by clicking on "National Capital Region."

NCR Calendar

Oct. 25	NCR Site Visit	Corps of Engineers Baltimore District
November	NCR Site Visits	Forts Eustis, Lee, Monroe, VA; Fort Bragg, NC
Nov. 5	DAU Course—ACQ 201B	Rock Island Arsenal, IL
Nov. 5	DAU Course—CON 234	Yongsan, Korea
Nov. 14–15	NCR Site Visit	Military Traffic Management Command Falls Church, VA
Jan. 8, 2002	DAU Course—PQM 212	Fort Monroe, VA
Jan. 11	DAU Course—ACQ 201B	Aberdeen Proving Ground, MD
Jan. 23	DAU Course—TST 2002	Aberdeen Proving Ground, MD
Jan. 25	DAU Course—CON 333	Rock Island Arsenal, IL
March	NCR Site Visit	Alaska

Regional Focus—*Northeast and Central Regions*

Staff Highlights

The Northeast (NE) Region is pleased to announce the arrival of **Mary Ellen Elgart**, the new ACM at Fort Monmouth, NJ. Mary Ellen assumed this position on Aug. 27. She can be reached at (732) 532-3955, DSN 992-3955, MaryEllen.Elgart@mail1.monmouth.army.mil.

NE Region ACM **Mary Berg** retired from Federal Service in August 2001. We wish her all the best!

Deborah Buysse left her position as Career Management Support Specialist with the ACMO at the Tank-automotive and Armaments Command (TACOM) in Warren, MI, effective Sept. 10, 2001. We wish her well in her new position within the TACOM Acquisition Center.

We are presently recruiting for an ACM for the ACMO in Natick, MA. All interested parties are encouraged to review the announcement at <http://www.cpol.army.mil>.



Mary Ellen Elgart
NE Region ACM

Corps Eligible Program

Effective Oct. 1, individuals in the NE and Central Regions who want to apply for Corps Eligible status may send their Corps Eligible application packages to the address below:

Acquisition Career Management Office - NE & C

ATTN: SFAE-AC-CEC
(Mary Ellen Elgart - CE Program)
Bldg. 1208E, Room G-35, Rittko Ave.
Fort Monmouth, NJ 07703-5008

Central Region Calendar

Dec 3-7 DAU Course ACQ 201B—Intermediate Systems Acquisition
Warren, MI

Regional Focus—*Southern and Western Regions*

Staff Highlights

Acquisition Career Management Advocate (ACMA) **James Skurka** will be retiring this December. Jim has been at the U.S. Army Simulation, Training and Instrumentation Command (STRICOM) in Orlando, FL, since 1992 and currently serves as Deputy Commander and Program Manager for the Joint Simulation System. Jim has made a great impact on acquisition policy and procedures. We bid him congratulations, good-bye, and good luck!

Welcome to **Leah Treppel**, who will be the new STRICOM ACMA supporting 380 acquisition personnel. Leah joined STRICOM in June 2001 as the Principal Deputy for Acquisition. She started her career at the U.S. Army Communications-Electronics Command (Fort Monmouth, NJ) as an Army Materiel Command procurement intern in 1987. From there, she worked as a contracting officer supporting the U.S. Army Europe Contracting Command, Frankfurt and Wiesbaden, Germany; the U.S. Army South - Republic of Panama; and the U.S. Army Corps of Engineers Pentagon Renovation Project. Leah comes from the U.S. Army Corps of Engineers, Baltimore District, MD, where she was a project manager for the District of Columbia Public School Effort. Leah can be reached at (407) 208-3563, DSN 987-3563, Leah_Treppel@stricom.army.mil.



Leah Treppel
STRICOM ACMA

Education and Training Update

For FY02, a total of 78 courses will be offered to the Southern Region acquisition workforce onsite in the Huntsville, AL, area (see descriptions of two of these courses below). These opportunities are designed to meet certification and Continuous Learning Point policy requirements for all workforce members. Additional onsite education and training offerings will be requested if desired by the workforce.

For a listing of Defense Acquisition University (DAU) courses and site visits for the remainder of this calendar year and the first part of next year, visit the Southern Region web site at <http://southernregion.redstone.army.mil>.

Movers and Shakespeares

All the world's a stage ... it is also where we do business. This one-day course uses live and movie versions of Shakespeare's plays to deal with current management problems. Participants act out and watch scenes and then discuss their meaning for the current business world. Students are guided through the most famous motivational addresses and analyze the key elements of motivating any workforce or team. Participants then divide into small discussion groups to relate the lessons to the business

Shakespeares, continued on page 7

Shakespeares, continued from page 6

world today. Shakespeare's keen awareness and wisdom about what makes people tick, coupled with his vibrant stories, provide insightful lessons for management in today's business environment. For more information on this Southern Region course, log onto <http://www.moversandshakespeares.com/leadership.html>.

Student comments about Movers and Shakespeares:

"After training such as this, you leave with loads of excitement and motivation to take back to the office."

"This course allowed me to visualize what it takes to be a great leader and planner and to consider mental mind-mapping as a way to approach important decisions prior to executing a plan."



Southern Region A&TWF participants in a Movers and Shakespeares course act out a scene from a Shakespeare play.

Leadership for Critical Times—Mission to the STARS

Teamwork took man to the moon ... how far will it take you? "STARS" (Scientific Task Force of Americans Residing in Space) is a team of high-performing professionals who are sent into space to conduct experiments on living in space. A critical situation develops. There are no communications. Are they compromised or dead? The mission is to prepare teams on earth to go into space to assess the situation and attempt/execute rescue. A number of anomalies occur, impacting the ability of the teams to execute their mission. Day one of the course is primarily an operational briefing with training and preparation for launch that includes some physically interactive teambuilding exercises. Day two is an actual simulated shuttle launch with time-critical performance requirements. This program, conducted in a unique environment at the Space and

"Our participants wore flight suits and took part in simulated astronaut training (launch, liftoff, mission debrief, flight readiness, escape and evasion, and flight debrief). Our workforce loved this course! It was so realistic. They learned how to perform under pressure in critical situations. They learned how non-participation from even one team member could mean failure for the entire mission."

Southern Region ACM Bonnie Stewart.

Rocket Center in Huntsville, AL, was developed to promote leadership and the importance of teamwork. It embraces the AAC Leadership Competencies of problem solving, decisiveness, accountability, interpersonal skills, oral communication, resilience, and human resource management. Two two-day sessions are scheduled for FY02.

Southern Region Graduates First RDAP

Congratulations to the first group of acquisition workforce members who graduated from the Southern Region's Rotational Developmental Assignment Program (RDAP) this September: **Deana Braden, Rhonda Brock, Kari Elliott, Arthur Seaman, James Springer, and Devin Whitaker**. All participants are from the Redstone Arsenal/Huntsville, AL, community. BG(P) John Urias, Deputy Commanding General for Acquisition, U.S. Army Space and Missile Defense Command, served as the keynote speaker at a special event in their honor. He recognized and thanked graduates and supervisors alike for their support of this pilot program. BG Urias also spoke of the significant benefits gained from the program for the graduates and the Army. The Southern Region RDAP will begin its second year in January 2002 and is being expanded to the NE Region and NCR.

The RDAP is open to acquisition workforce members who are Level III certified in their primary acquisition career field or who meet their position certification requirements. Selectees are placed in developmental positions throughout the local acquisition community based on the needs of the organization, the AAC, and the individual. The length of the assignment is typically one year from the date of placement. However, assignment lengths can vary from 6 to 24 months.

For more information on the RDAP application process and required forms, visit the Southern Region home page at <http://southernregion.redstone.army.mil> or contact LaVerne Kidd at (256) 955-2785, DSN 645-2785, Laverne.Kidd@amd.army.mil. Also, check out the guest editorial on the RDAP on page 4 for more details.

ACE Students Complete Second Summer

Congratulations to all of the Acquisition Career Experience (ACE) Program students who recently wrapped up their summers working in positions throughout the Army acquisition community. In the NCR, Sandy Long, Regional Director for Acquisition Career Management, hosted a special event to recognize and congratulate the 18 NCR students and their mentors. Invited guest Sallie Flavin, Assistant Deputy Chief of Staff for Research, Development, and Acquisition - Acquisition, Contracting, and Program Management, Headquarters, U.S. Army Materiel Command (Alexandria, VA), talked about her own career journey and travels and presented a slide show describing the mission of the Army Materiel Command. COL Edmund (Ned) Libby, Director for Science and Technology Integration, Office of the Deputy Assistant Secretary for Research and Technology, Assistant Secretary of the Army for Acquisition, Logistics and Technology, shared a video on the future Army that sparked enthusiastic discussion on innovative developments and acquisition.

NE Regional Director for Acquisition Career Management Kelly Terry says, "The ACE Program in the NE Region has been a tremendous success and we are looking forward to seeing all 26 students return over the breaks and again for their second summer tour. Thanks to all the mentors who worked with the students over the summer!" Year group 2002 ACE career fair recruiting is commencing in the NE Region. The U.S. Army Communications-Electronics Command Deputy Chief of Staff for Personnel and the ACOM-NE began recruiting at many local colleges in late September.

In the Southern Region, eight ACE students worked in various organizations in the Huntsville, AL, area including the U.S. Army Aviation and Missile Command; Program Executive Office, Aviation; and the U.S. Army Space and Missile Defense Command. Two of this year's students, who rotated from the NCR to the Southern Region, will graduate from the program next spring and the other six will return to Southern Region organizations next summer. The ACE Program was such a success that partnerships are being formed with schools in the Redstone Arsenal/Huntsville area for next year. Plans are also in place to canvas local colleges and universities to recruit qualified participants for next year.

The ACOM sponsored an ACE pilot program in March 2000 as a partnership between the U.S. Army Materiel Command, Alexandria, VA, and James Madison University in Harrisonburg, VA. The intent of the ACE Program is to recruit exceptional college students with multi-disciplined backgrounds into acquisition positions throughout the Army. Students are recruited in their sophomore year and spend the following two summers in positions designed to train them multi-functionally in government organizations and allow them to collaborate on challenging projects. The ACOM is responsible for funding allotted slots as well as for the logistical and administrative

ACE student comments:

"My mentor was extremely helpful. I think she did a great job trying to expose me to as many facets of the acquisition community as possible. She gave me real tasks and has kept me interested in a field that I did not think I would enjoy."

"I really had a feeling that my say in matters actually counted!"

"All of the work I did this summer helped me prepare for the fall school semester. My mentors and co-workers helped me formulate my work around what I'm going to be doing in school this fall, thus making all of the work I did this summer meaningful."

details of student recruiting and board selection. Organizations are responsible for funding additional positions, personnel actions, in-processing, providing a mentor for each student, and identifying challenging tasks. ACE students are hired at the GS-04 level and those returning for a second year are promoted to GS-05. Interested organizations are encouraged to fund their own positions in addition to those funded by the ACOM. For additional information, contact your local ACM.

Acquisition Workshop 2001

"The Army Transformation—Success Today; Victory Tomorrow" was the theme for the FY01 Annual Army Acquisition Workshop and Executive Session Aug. 7–9 at the Omni Hotel at CNN Center, Atlanta, GA. More than 280 members of the Army acquisition community participated in the event. The workshop is a forum for bringing together acquisition commanders and project/product/program managers to share acquisition-related information and to meet with the Army Acquisition Executive. The U.S. Army Forces Command was this year's local host.

Topics covered in the general session ranged from standards for the 21st century, recapitalization, and the Quadriennial Defense Review to combat requirements and purchase order management. Elective sessions were offered on a variety of subjects from media training and the Center for Acquisition Lessons Learned to activity-based costing and training with industry programs.

LTG Paul Kern, Military Deputy to the Army Acquisition Executive, presented awards to the project/product managers of the year, the acquisition commanders of the year, and recognized those who received recent David Packard Excellence in Acquisition awards (see article in the summer issue of *The A&TWF Newsletter*). The workshop culminated with executive session presentations on several key issues including Future Combat Systems development, civilian placement of project managers, and the Warfighter Rapid Acquisition Program. CNN Studio tours were also offered to participants.

A detailed overview of the workshop will be featured in the January–February 2002 edition of *AL&T* magazine.

2nd Annual TRADOC/FORSCOM A-E Workshop

Building on an Established Alliance

The 2nd annual U.S. Army Training and Doctrine Command (TRADOC)/U.S. Army Forces Command (FORSCOM) Architect-Engineer (A-E) Contracting Workshop was held in Colorado Springs, CO, July 24-25, 2001. The Fort Carson (CO) Directorate of Contracting hosted the workshop. Robert Winne, Architect-Engineer Contract Manager for the Fort Lee (VA) Directorate of Engineering and Logistics, facilitated the two-day workshop. He was assisted by Roger Ash from TRADOC's Principal Assistant Responsible for Contracting (PARC) Office and Sandy Bruner from FORSCOM's PARC Office. Workshop attendees included personnel from the Directorates of Contracting and the Directorates of Public Works primarily responsible for A-E contracting at their respective installations. TRADOC installations represented at the workshop included Forts Benning and Gordon, GA; Forts Eustis, Lee, and Monroe, VA; Fort Huachuca, AZ; and Fort Leavenworth, KS. FORSCOM was represented by the Army Atlanta Contracting Center, Fort McPherson, GA; Fort Bragg, NC; Fort Campbell, KY; Fort Carson, CO; Fort Dix, NJ; and Fort Hood, TX.

The TRADOC/FORSCOM A-E Contracting Workshop demonstrates both commands' solid commitment to inform and update contracting and engineering personnel on various issues and topics pertaining to A-E contracting. One of the major topics of discussion during the workshop was the newly drafted and implemented *TRADOC/FORSCOM Architect-Engineering Contracting Guide Book*, a comprehensive overview of the entire A-E contracting process. Other presentations during the workshop included lessons learned from several of the FORSCOM test sites, the pre-selection and selection board process, A-E Contract Administration Support System performance evaluations, and the feasibility of a consolidated A-E contracting concept.

The success of A-E contracting within TRADOC and FORSCOM is a direct result of the joint-venture relationships that have been established between the Directorates of Contracting and the Directorates of Public Works. Together, both organizations are responsible for every aspect of the contracting and engineering processes associated with A-E contracting. TRADOC obtained permanent A-E contracting authority in April 1997 upon successfully completing a two-year test program and evaluation.

At present, FORSCOM is in the final year of its A-E test program that includes three installations—Forts Carson, Campbell, and Dix. At the conclusion of the test program, personnel from the Secretary of the Army for Acquisition, Logistics and Technology and the U.S. Army Corps of Engineers will conduct a comprehensive evaluation. Upon a successful evaluation, FORSCOM will be granted permanent A-E contracting authority.

Due to TRADOC's A-E expertise, key contracting personnel have been called upon over the past several years to play the role of advisor to FORSCOM PARC Office staff as well as to primary personnel from several test sites. These mentoring relationships have helped foster programs at several test sites and have created dynamic working relationships between personnel across commands.

The 2001 A-E Workshop was touted as a huge success by all who attended, not only for the valuable information presented, but also for the network of contacts created for both contracting and engineering personnel. This successful partnership between TRADOC and FORSCOM and the establishment of the annual A-E Workshop will provide the necessary resources to allow contracting and engineering personnel to better serve their installations' architecture and engineering requirements. For more information on A-E contracting, contact Robert Winne at (804) 734-5150, DSN 687-5150, WinneR@lee.army.mil.

A-E Contracting Travels to Germany

This article is a follow-up to an article that appeared in the fall 2000 issue of *The A&TWF Newsletter* (then *The Army Acquisition Workforce Newsletter*) on the first A-E Contracting Workshop. According to author Robert Winne, "I received a huge amount of interest and an array of questions from last year's article." In fact, last year's article sparked the interest of the U.S. Army Contracting Command Europe in Seckenheim, Germany. After reading the article, representatives from that command contacted Robert, expressing an interest in establishing an A-E contracting program similar to Fort Lee's. Robert was invited by the command's headquarters to come to Germany to assist them in preparing their strategic plan and implementation guide for inclusion in their request package for a Class Deviation from the Army Federal Acquisition Regulation Supplement (AFARS) 36.600-90 "Authority for Architect-Engineer Contracting." Their package is currently being reviewed for consideration. Reflecting on this, Robert said, "I thought that the sequence of events since the publication of last year's article was extraordinary (not to mention extremely cool, since I got to visit Europe...), all stemming from someone reading that article."

From Reform to Excellence

Acquisition and Logistics Excellence Week 2001

The Acquisition and Logistics Excellence (A&LE) Week Kick-Off Ceremony was held Sept. 10 in the Pentagon Auditorium and was broadcast live by satellite to various locations in the Washington, D.C., area. This event was hosted by the Honorable Diane Morales, Deputy Under Secretary of Defense for Logistics and Materiel Readiness, and by the Honorable Michael Wynne, Deputy Under Secretary of Defense for Acquisition and Technology. Speakers included the Honorable Donald Rumsfeld, Secretary of Defense; the three Service Secretaries; E. C. "Pete" Aldridge, Jr., Under Secretary of Defense for Acquisition, Technology and Logistics; and GEN Richard Myers, Vice Chairman of the Joint Chiefs of Staff. The David Packard Excellence in Acquisition Award was presented to the Small Computer Program, U.S. Army Communications-Electronics Command (see the summer issue of *The A&TWF Newsletter* for details).

Acquisition personnel throughout the Washington, D.C., area participated in a variety of activities on Sept. 10, including a luncheon served by the Army Field Kitchen from Fort Lee, VA; classes such as Knowledge Management in the Acquisition Workforce and Performance-Based Acquisition; and tri-Service displays and exhibits (including the current AAC exhibit). Activities were held on the DAU campus at Fort Belvoir, VA. Those who attended the entire event at the DAU earned eight continuous learning credits. The Office of the Secretary of Defense sponsored the event. Other A&LE Week activities scheduled during the week were cancelled due to the tragic events of Sept. 11. Visit the A&LE Week web site at <http://www.acq.osd.mil/aleweek2001> for more information.

Kudos to...

Georgette Dukes and Lynn Perry, both employees at TACOM's Tank Automotive Research, Development, and Engineering Center in Warren, MI, recently graduated with master's degrees in

administrative science from Fairleigh Dickinson University in Teaneck, NJ. This master's program focuses on management and leadership in government and non-profit organizations. Georgette and Lynn also received recognition from their command for dedication to their careers and educational achievements. In June, they were accepted as members of the AAC. They are two of the first GS-13s to be accepted as AAC members under the new policy.

Kudos to **Dave Manning**, Director of Operations and Support Directorate, STRICOM, Orlando, FL, for receiving the 2001 Federal 100 Award. The Federal 100 Award is given to 100 leaders each year who have made a significant difference in federal information technology. Dave led the development of the Life-Cycle Contractor Support Program that resulted in a 40 percent reduction in operations and support costs for STRICOM's simulation and training systems.

Congratulations to **Esther Morse**, the new Director of the Systems Support Directorate in the Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology). In her new position, Esther is responsible for the management and oversight of the Army's major weapon systems procurements as well as for enhancing the Army Chief of Staff's Transformation Plan.

Diane O'Connor, NH-III Logistics Management Specialist, Joint Computer-Aided Acquisition and Logistics Support, Program Executive Office, Standard Army Management Information System, Fort Belvoir, VA, received her bachelor of science degree in business management this July from Excelsior College in Albany, NY. Diane completed her schooling under the Competitive Long-Term Professional Development Logistics Education Assistance Fund Program.

Congratulations to **Shirley Wilson**, Chief, Construction and Architecture Engineering Branch, U.S. Army Corps of Engineers, Vicksburg District, MS, who recently completed the 12-week Army Management Staff College Sustaining Base Leadership Management Program.

"Web-Friendly" A&TWF Newsletter Available

Beginning with this issue, a new "web-friendly" version of *The A&TWF Newsletter* is available on the AAC home page. It contains the same articles as the hard copy version, but in a single-column format with articles sequentially placed so there is no need for the viewer to go back-and-forth or up-and-down to read an article in its entirety. Check it out at <http://dacm.rdaisa.army.mil> and let us know how you like it!

Career News Briefs

DAU Courses Proceed as Scheduled—Despite the recent U.S. crisis, DAU officials say courses will be conducted as scheduled. There are no plans to cancel any DAU courses. Officials are aware that some individuals may be unable to attend courses due to their work requirements or the unavailability of flights. Those who cannot attend must request a cancellation using the Army Training and Requirements and Resource System (ATRRS) Internet Training Application System web site at <https://www.atrrs.army.mil/channels/aitas/>, stating the reason for cancellation. Once the cancellation request is approved, you should reapply for the course. Individuals unable to attend will be given special consideration for alternate training dates and courses. For more information, contact Randall L. Williams, (703) 604-7107, DSN 664-7107, Randall.Williams@saalt.army.mil.

ATAP News—Due to the popularity of the Acquisition Tuition Assistance Program (ATAP) and increased demand for tuition assistance, beginning in FY02, the ATAP Competitive Selection Board will select ATAP participants. The Board will meet three times a year. The next Board meets October 16–18. Applications were accepted through Sept. 24, 2001. There will be no out-of-cycle acceptance into the ATAP. Those applying to complete their business hours, associate's, bachelor's, or master's degree will be given first priority by the Board. If any of your FY01 courses were rolled to FY02, be sure to provide an updated FY02 curriculum with funding requirements to your ATAP Coordinator. Check the ATAP announcement on the AAC home page at <http://dacm.rdaisa.army.mil> for details and be sure to follow all requirements for submitting your application package. While you are logged on, read the FY02 ATAP policy and procedures for application guidance, requirements, and recent changes by clicking on "Policy and Procedures." For more information or assistance, contact your ACM.

The FY03 Product/Project Manager Announcement is now posted on PERSCOM Online at www.perscom.army.mil/OPfam51/fy03_pm_announcement.htm. Click on the "Board Information and AAC Specific Selection Lists" link. Applications for product manager (LTC/GS14 and equivalent) are due by Oct. 19 and applications for project manager (COL/GS15 and equivalent) are due by Nov. 30.

Program Management Level II Certification—Effective Oct. 1, 2001, Program Management (PMT) 250 is required for Program Management Level II Certification (only for those who are not already Level II certified). Each class is nine weeks long. Students must complete the first eight modules within the first eight weeks and three days of the course. They can work on their own schedule, but must successfully complete the first eight modules a minimum of five calendar days prior to the scheduled end date (posted on the DAU Virtual Campus at <https://dau3.fed-world.gov/dau/index.htm> and on the Army Training Requirements and Resource System <http://www.atrrs.army.mil>). The critical part of this course is the last four scheduled class days. In each FY02 class, they will be scheduled for Monday–Thursday. During these four days, the student must be available full-time to participate and successfully complete modules nine and ten. These modules require teams to be formed and group work to be completed. PMT 250 students cannot be scheduled to attend other training courses during the last four scheduled days of the PMT 250 class in which they are scheduled to participate. For more information, contact your ACM.



Career Calendar

Date	Event
Oct. 16–18	Acquisition Tuition Assistance Program Board
Nov. 13–21	FY03 Product Manager Board
Jan. 15–25 2002	FY03 Project Manager Board

Correction

In the summer 2001 issue of *The A&TWF Newsletter*, we incorrectly stated that the winners of the "FY02" PM/Acquisition Commander Awards were announced. It should have read "FY00." Our apologies for any confusion.

To be added to our mailing list, please send the following information electronically to the e-mail address provided below. If you prefer, you may fill out the information on this form and return it to the street address listed below.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-mail: _____

Comments/Suggestions: _____

Send to: Acquisition Career Management Office
ATTN: SAAL-ZAC (Cindy Stark)
Assistant Secretary of the Army
(Acquisition, Logistics and Technology)
2511 Jefferson Davis Highway, 10th Floor
Arlington, VA 22202-3911

Fax: (703) 604-8178, DSN 664-8178
E-mail: Cindy.Stark@saalt.army.mil
Voice: (703) 604-7123, DSN 664-7123

Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

The Army Acquisition & Technology Workforce Newsletter

Acquisition Career Management Office
Attn: SAAL-ZAC, 10th Floor
2511 Jefferson Davis Highway
Arlington, VA 22202-3911

First Class
US Postage
Paid
Permit 1112
Merrifield, VA



Printed on recycled paper